



## Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

### Step 1

**Name of Proposal** (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Committee Paper for Land and Property Strategy 2021-2030

### Step 2

Is this only a **screening** Equality Impact Assessment No

**(A)** If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics Yes/No

(iii) It is for information only Yes/No

(iv) It is reflective e.g. of budget spend over a financial year Yes/No

(v) It is technical Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

**(B)** If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment Yes

Is this a Fairer Scotland Duty Assessment Yes

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

### Step 3

(i)Lead Directorate/Service:

Economic Development- Strategic Policy, Transformation & Public Sector Reform

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

(iii)What is the aim of the proposal? Please give full details.

- To dispose of vacant commercial property
- To create site infrastructure for employment generating uses at Brechin and Montrose
- To create starter units in Montrose.

(iv)Is it a new proposal?      Yes      Please indicate      OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function?      Yes      Please indicate

First strategic overview of the commercial land and property portfolio making where appropriate recommendations on disposals and creation of new assets.

### Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	No
Job Applicants	Yes
Service users	No
Members of the public	Yes

**Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:**

**Internal data** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Customer satisfaction is high for the land and property function, anecdotally (and as per the attached consultant's report) we are advised that business require new space, this strategy addresses that.

**Internal consultation** (e.g. with staff, trade unions and any other services affected).

N/A – Details of the strategy remain high level at this stage, until these strategies are approved and worked no formal consultation has taken place.

**External data** (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

Consultants report attached to the Committee paper outlining potential for job creation in a number of sectors and the recommendation that Angus Council take a pro active approach to delivering these. This forms part of the high-level recommendation.

**External consultation** (e.g. partner organisations, national organisations, community groups, other councils).

Ryden's Property Consultants.

**Other** (general information as appropriate).

### **Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold?      No

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Not applicable at this stage.

**Step 7: Are there potential differential impacts on protected characteristic groups?** Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Unknown until the occupiers for the business space is identified.

Age

**Impact- Job opportunities for those of a working age.**

Disability

**Impact- N/A**

Gender reassignment

**Impact- N/A**

Marriage and Civil Partnership

**Impact- N/A**

Pregnancy/Maternity

**Impact- N/A**

Race - (includes Gypsy Travellers)

**Impact- N/A**

Religion or Belief

**Impact- N/A**

Sex

**Impact N/A**

Sexual orientation

**Impact N/A**

**Step 8: Consultation with any of the groups potentially affected**

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

No consultation undertaken.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

**Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?**

We don't anticipate any negative impacts, Employment Law and Planning/Building warrant and Health and Safety regulations will mitigate any negative impacts on the physical environment.

**Step 10: If a potentially negative impact has been identified, please state below the justification.**

Not applicable.

**Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to:** eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

Enhances equality and job creation.

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?**

Not applicable

**Step 13: FAIRER SCOTLAND DUTY**

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

**Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?**

It is anticipated that the creation of development land and new starter units will create job opportunities across a large spectrum of the community (in line with current experience of land use and leasing units), disposing of existing vacant assets won't have an impact unless community groups acquire them which might lead to positive advantage. It's therefore anticipated there will be no disadvantages or inequalities because of this strategy.

**Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.**

Past evidence in our existing property portfolio and employment land suggests that the creation of land and property opportunities benefit job opportunities. We anticipate the strategy now put forward would echo this.

**Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.**

**Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.**

**Low and/or No Wealth** (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

**Impact**

Not applicable

**Material Deprivation** (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

**Impact**

Not applicable

**Area Deprivation** (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

**Impact**

This strategy promotes employment opportunities (potentially manufacturing, research and development all to be confirmed) in Montrose and Brechin which are both accessible by public transport. The Brechin strategy is also linked to transport hub providing important accessibility access to the Glens and beyond.

**Socio-economic Background** i.e. social class including parents' education, people's employment and income.

**Impact**

**Other** – please indicate

**Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.**

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?**

It will be reviewed as the project develops.

**Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

It will be published alongside the committee report on 18<sup>th</sup> March.

**Step 16: Sign off and Authorisation.** Please state name, post, and date for each:

Prepared by:

Reviewed by:

Approved by:

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you

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